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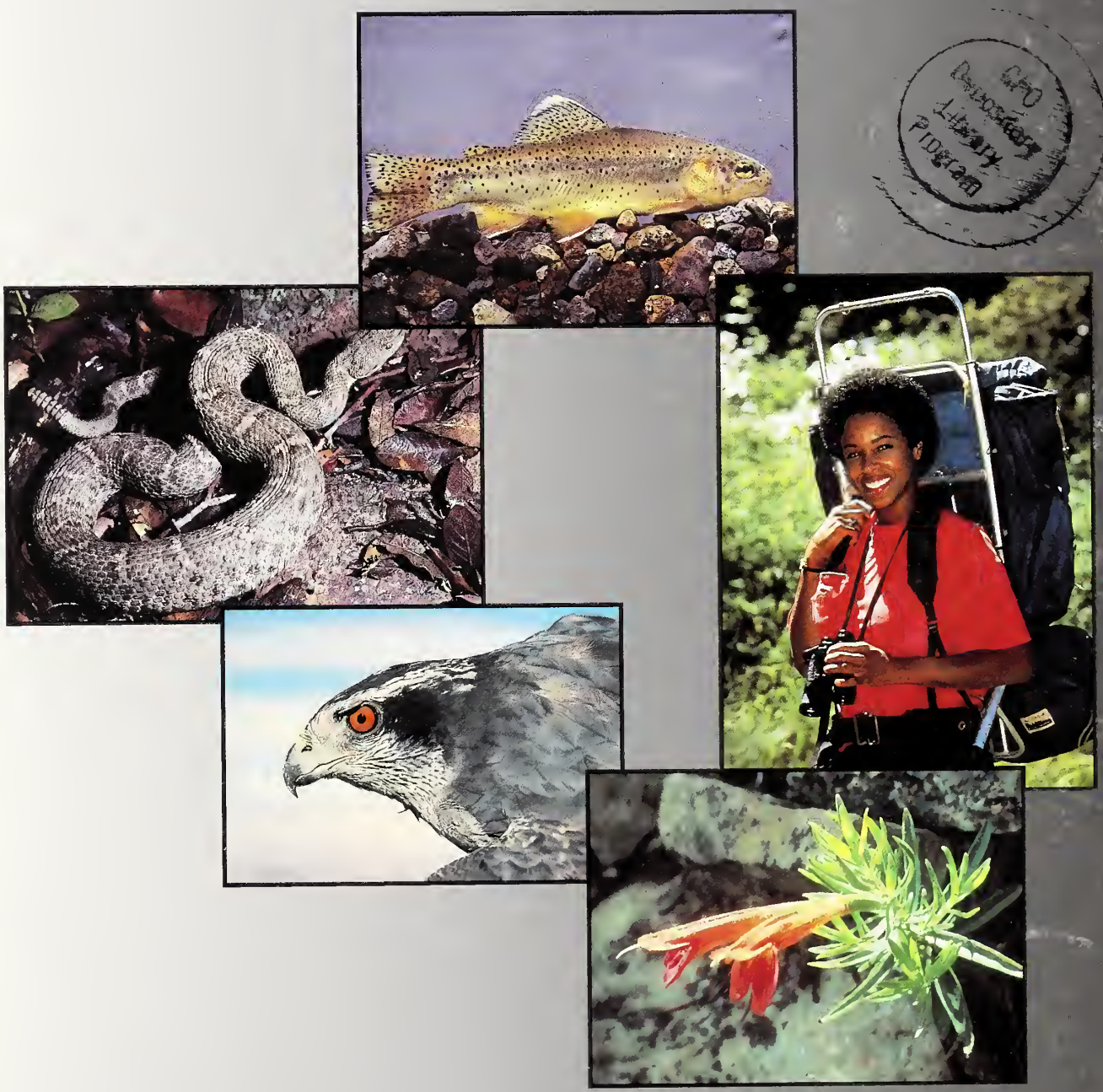
Every Species Counts Action Plan



Published February 1993.

An Open Letter to the Public, Our Users, Our Partners, and All Forest Service Southwestern Region Employees:

I am committed to the conservation of sensitive species and recovery of threatened and endangered species. Further, I am excited and want you to know about our Action Plan for this important program.

The challenge before us is tremendous, but it is not new. We have made significant strides in the management, conservation and recovery of threatened, endangered and sensitive (TES) species in the last few years; however, we need to continue to improve our progress in specific areas.

When we implement this plan, we will have a proactive program that manages and regards TES species as opportunities rather than constraints. These species are valuable resources in their own right. We will find realistic solutions that consider the needs of the TES species and the other multiple uses of the national forests and grasslands, while fully meeting Endangered Species Act requirements and sustaining sensitive species and our full complement of wildlife, fish and plants.

Adjacent and mingled land ownership and overlapping responsibilities necessitate that we be in partnerships with other federal and state agencies, the many Native American tribes and pueblos, private land owners, as well as interested individuals and organizations. These partnerships must be strengthened if we are to succeed. Agreement must be reached on common goals that promote and enhance conservation and recovery of all TES species and their habitats.

I want you to know that this plan was prepared with the team participation and hard work of representatives of New Mexico Department of Game and Fish, Arizona Game and Fish Department, the Nature Conservancy and the U.S. Fish and Wildlife Service as well as Forest Service research and management. I thank these people for the dedication of their time to this project. I am sure this broader perspective enabled us to prepare a better plan.

TES species needs should be determined and better understood through research and all other means available. For us to manage them effectively, their interrelationships with other species and management actions need to be understood in terms of the entire biotic community.

We will move, as soon as possible and practical and as funding permits, away from single-species management. Our goal will be to understand management implications involved in the total ecosystem, importance of linkages throughout systems, and actions and reactions of management. It is not wise to focus our management, protection, and conservation on parts of the whole. However, the paradox in TES management is that some species are very reduced in numbers, vulnerable, localized, or have other characteristics that necessitate urgent attention to that single species—as a first step in restoring the ecosystem for holistic management.

I am convinced that we are moving in the right direction. Implementation of this Action Plan, under the umbrella of the National Action Plan, requires greater personal accountability and periodic reviews to measure our progress and eventual success in this very important program.

I have approved this Action Plan and see each of you and your respective organizations as necessary to our collective success in conserving TES species. I assure you I will give it high priority for implementation in the Southwestern Region of the Forest Service.

Sincerely,

Larry Henson
Regional Forester
Southwestern Region

Introduction

In April 1990, Dale Robertson, Chief of the Forest Service, signed a document titled "Threatened, Endangered & Sensitive Species Recovery and Conservation." The document charts a desired course for the federally listed threatened and endangered and Forest Service sensitive (TES) species program of the Forest Service for the next decade. Program direction in the document is best described by the name of the new TES species emphasis area—"Every Species Counts." The goal of the Forest Service under the national plan will be to move from a TES program that is single-species oriented. The program will instead focus on ecosystem management and the health of biotic communities that support all species, including those listed as threatened, endangered, and sensitive.

The Chief then directed each region of the Forest Service to develop an action plan "...to expand the contribution of the Forest Service to species conservation and recovery, in concert with our partners." The Regional Forester believed that the action plan for the region should be developed not just by Forest Service employees, but with full involvement and commitment of our partners in TES species management. To achieve this, a task force was formed, made up of Arizona Game and Fish Department, New Mexico Department of Game and Fish, U.S. Fish and Wildlife Service, The Nature Conservancy, Rocky Mountain Forest and Range Experiment Station, and Forest Service personnel. The following document is the product of the efforts of the Task Force.

The Southwestern Region's "Every Species Counts" Action Plan is based in part on actions outlined in the national plan. It contains three sections: 1) a vision of the TES species program in the year 2000; 2) an assessment of the current management situation in the Region; and 3) an action plan that incorporates actions in the national plan and additional steps the Region must take to achieve its vision.

The Vision Statement describes the goal for management in the Region by the year 2000. The Region can only begin to achieve this vision by strengthening the current TES conservation and recovery program and focusing as much as possible on ecosystems rather than single species. Management based on needs of the ecosystem will ultimately result in fewer species listed and more species recovered.

" . . . to expand the contribution of the Forest Service to species conservation and recovery, in concert with our partners."

The current situation in the Southwestern Region includes accomplishments and successes, but there is the need and potential to achieve much more. Coordination and cooperation with other agencies, our partners and others in TES species management can be improved. TES species management funds and personnel are limited; agency efforts need to be better coordinated to achieve wise, efficient use of these limited resources. Barriers to communication and trust between cooperating agencies must be overcome. Adequate funding is needed to develop, implement, and complete conservation strategies.

Single-species management should no longer be the program emphasis; the basis for management should shift to a larger scale. We must find ways to invest in developing and implementing conservation strategies for all TES species. Unfortunately, the focus on a few high-profile TES species, like the goshawk, Mexican spotted owl and Mt. Graham red squirrel, is draining nearly all the available TES funds away from the hundreds of other TES species.

The final section of this document, the action plan, outlines a series of steps to begin moving toward a progressive, effective TES species program—a program that will eventually ensure that the needs of all species are met. These actions are by no means the final solution to goals fostered by the statement "Every Species Counts" but are only the first step in the process. The plan must be revised often to keep this document and subsequent documents viable. The task force hopes that this document will be obsolete by the year 2000, its vision for the future no longer a vision, but reality.

Our Vision for the TES Species Program: the Year 2000

In the year 2000, ecosystem integrity is the paramount goal of the Forest Service. A broad-based effort has been implemented on the national forests of the Southwestern Region to manage large areas of the landscape to maintain healthy ecosystems. Forest land and resource management plan goals, standards and guidelines, and management directions are integrated to provide for a balance among resource programs. These plans insure biodiversity conservation through implementation strategies that meet the needs of entire biotic communities while also meeting, to the greatest extent possible, the multiple uses of local communities and other users.

TES species conservation and recovery is now an integral part of forest planning and management. Conservation strategies for these species have been developed and implemented with expertise within and outside the Forest Service. Conflicts between forest users and TES species conservation and recovery have been dramatically reduced because consensus has emerged on ecosystem management goals and objectives.

Several species officially listed as threatened and endangered have been fully recovered or recommended for downlisting. Many more are well on their way to recovery. The rate of increase in listing of species as threatened, endangered, or sensitive has declined. There are indications that the total number of species listed as threatened, endangered or sensitive may decrease in the decade ahead. This is based in large part on the extensive inventory information compiled in the previous 10 years and implementation of aggressive conservation and recovery strategies.

Cooperation among agencies responsible for threatened and endangered species is at an all-time high. Coordination among agencies on conservation and recovery based on overall species management priorities has doubled the effectiveness of the TES program in the Southwestern Region. Products of this cooperative atmosphere include a common TES species data base and computer links among agencies that provide managers rapid access to information needed for making decisions.

Partnerships involving diverse public and private interests form an integral part of the TES Program. The Forest Service has a leadership role in bringing people together to develop and discuss mutual goals and objectives and enabling people to view their issues and concerns from the perspective of ecosystem management goals and objectives. Forest planning and budgeting is fully integrated with the planning and budgeting processes of other federal, state, and private partner organizations.

The Southwestern Region is now accorded particular commendation within the National Forest System based upon exemplary leadership in this area. This commitment has expressed itself through full compliance with the Endangered Species Act, and the National Forest Management Act; acceleration of threatened, endangered and sensitive species conservation and recovery strategy implementation; and incorporation of ecological requirements of TES species into the land management planning and budgeting process. Public trust is good. This provides each forest with the necessary support to dedicate their professional resources to continue, into the 21st century, the dramatic achievements accomplished over the last 10 years.

Multiple Use:

The management of all the various renewable surface resources of the National Forest System so that they are utilized in the combination that will best meet the needs of the American people; making the most judicious use of the land for some or all of these resources or related services over areas large enough to provide sufficient latitude for periodic adjustments in use to conform to changing needs and conditions; that some lands will be used for less than all of the resources; and harmonious and coordinated management of the various resources, each with the other, without impairment of the productivity of the land, with consideration being given to the relative values of the various resources, and not necessarily the combination of uses that will provide the greatest dollar return or the greatest unit output.

Multiple Use-Sustained Yield Act of 1960.

Current Situation

Resources

In the Southwest, landscapes range from Sonoran desert to Alpine tundra life zones (Figure 1). "Islands" of alpine, subalpine, and coniferous forest ecosystems are separated by shrublands, grasslands, and deserts. Because of the diversity and abrupt changes of topography, the climate in the region, and juxtaposition to surrounding provinces, fauna and flora are highly diverse . Many species and subspecies are unique and endemic to the Southwestern Region. Some 237 of over 800 vertebrate animal species that spend all or part of their life cycles in this geographic area and 127 plants have been classified as threatened, endangered or sensitive species since 1967. For example, almost 80 percent of the 24 native fishes in Arizona and 60 percent of 72 in New Mexico are designated threatened, endangered, or sensitive. In addition, there are thousands of invertebrate species, both described and undescribed, in the Region. The ever-increasing human population in the Southwest has resulted in marked human-caused alterations of historic habitats. These changes, combined with natural disturbances have produced a rate of change in habitat beyond the limits of adaptation of many species (Figure 2). For example, most native fishes have become extensively reduced in range and numbers; several have become extinct.

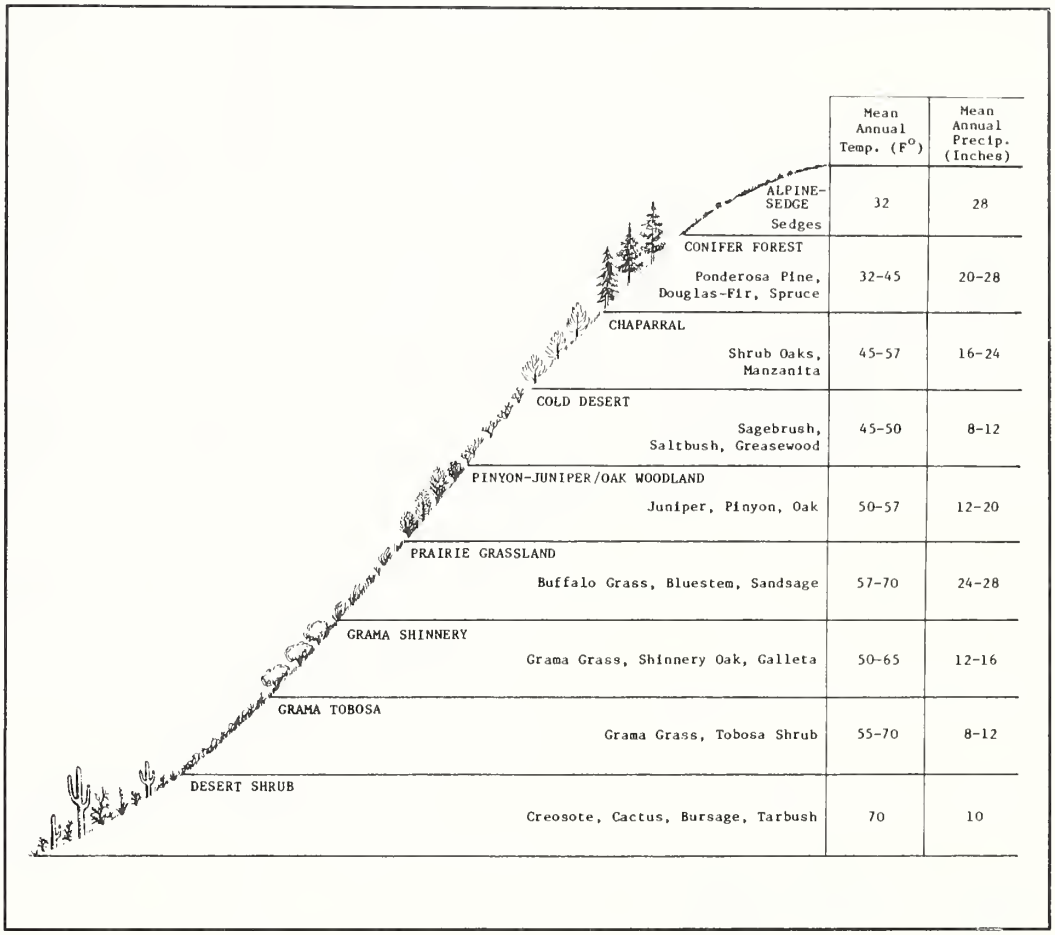


Figure 1. Vertical Zonation of Ecosystems in the Southwestern Region.

Not only does the Southwestern Region contain some of the most diverse biota and life zones in North America, but it also contains a rich diversity of human cultures and lifestyles. The rapid growth in human population in this region after World War II resulted in increased demands for minerals, energy, livestock grazing, lumber supplies in the uplands, and water and water storage for farmlands in the fertile, but limited, riparian areas in the Region. Today, demands for commodity uses of the land remain; however, additional consumptive and non-consumptive uses of natural resources have been imposed by the growing human population in the Southwest, whose desire to recreate in a natural environment is increasing. Wildfire suppression has significantly altered ecosystems of the Southwest.

TES species management in the Southwestern Region presents a very special challenge because of the complexity of issues and perceptions of various users groups. Demographically, parts of the Southwestern Region have become urbanized. Although many rural communities in the Region have long been dependent on resource commodities of the National Forest System for their livelihood, the urban population views national forests as a place to both recreate and enjoy natural landscapes and biota. These complex issues have resulted in numerous appeals and lawsuits. Increasingly, resources of the Forest Service are being required to respond to appeals and litigation involving a few TES species, processes that effectively reduce conservation and recovery efforts for the many TES species in the Region.

"Of 676 native species on the endangered and threatened lists, only around two dozen are receiving a significant amount of recovery effort."

Faith Campbell,
Natural Resources
Defense Council,
Time Magazine,
January 27, 1992

Region	Mammals	Birds	Fish	Herps	Invertebrates	Insects	Plants	Total
Northern	4	5	3	0	0	0	2	13
Rocky Mtn.	3	4	6	1	0	3	5	22
Southwestern	6	9	18	1	3	0	18	53
Intermountain	3	3	10	1	0	0	7	24
California	4	9	9	1	1	3	7	34
Pacific Northwest	3	6	6	0	0	1	1	15
Southern	11	12	16	9	23	1	41	113
Eastern	7	5	0	1	2	1	10	26
Alaska	3	2	0	0	0	0	0	5

Figure 2. Number of threatened and endangered species (by Forest Service Regions).

Major Acts Affecting TES Species Management:

1891	Forest Reserve Act
1960	Multiple Use Act
1970	National Environmental Policy Act
1973	Endangered Species Act
1974	Forest and Rangeland Renewable Resources Planning Act
1976	National Forest Management Act
1978	Federal Land Policy & Management Act

Laws

Since the turn of the century, both the landscapes and management of forest and rangelands in the Southwestern Region have changed drastically. The Forest Reserve Act of 1891 established Forest Service stewardship of public lands for timber and watershed protection. After World War II, the forest land management philosophy of "the greatest good for the greatest number" was reflected principally in commodities production—largely grazing and timber. Today, because of the change in the American public's philosophy of conservation of natural resources, "the greatest good for the greatest number" has evolved to more equitable consideration for all resources on forest lands.

Following World War II, the burgeoning American economy provided an opportunity for increased use of and visitation to national forests. Increased ecological awareness and appreciation for natural environments during the next two decades brought about environmental legislation that institutionalized the environmental movement. These acts have presented a formidable challenge to managers of forestlands in the Southwestern Region. This challenge is to effectively manage forest lands to produce goods and services, while concurrently conserving ecosystems large enough to sustain all native flora and fauna, including TES species.

TES Species Management

Presently, there is little information on basic distribution, abundance, biological, and ecological information on most TES species. This is due to limited funding and staffing, magnitude of information needed, and complexity of the current management situation. TES species research by the Forest Service and other agencies has not been well-coordinated and has often focused on high-visibility species which have been the subject of significant litigation. Research on distribution and basic biology and ecology of TES species is prerequisite to conservation and recovery of these resources. Equally important is determination of response by these species to both human-caused and natural disturbances. TES species research by the Forest Service and partner agencies must be coordinated to address both basic and applied problems that will aid the managers of their respective agencies.

Current information on TES species has been compiled independently by state and federal agencies and clear lines of information sharing are not well established. Successful information sharing, as has occurred with Arizona Game and Fish Department's Heritage Program data base, must be aggressively promoted in TES species management and recovery activities.

To date, emphasis of conservation and management of TES species has been on a species-by-species basis. Program priorities and budgets for TES species are often driven by litigation. As a result, certain "high-profile" species have received most of the funding for conservation and recovery (Figure 3). Most of the 371 TES vertebrate and plant species in the Region have not been accorded adequate management consideration. Single-species management has generally been effective for the target species, but this strategy must be complemented by a multiple-species, ecosystem management approach. A combination of the two approaches, within the context of Regional ecology-based resource management, will be more effective in conservation and recovery of TES species.

"Gila topminnow is one of the commonest fishes in the southern part of the Colorado River drainage basin."

Hubbs and Miller, 1941

"Gila topminnow is now known to occur naturally in only nine isolated localities."

Gila Topminnow Recovery Plan, 1984

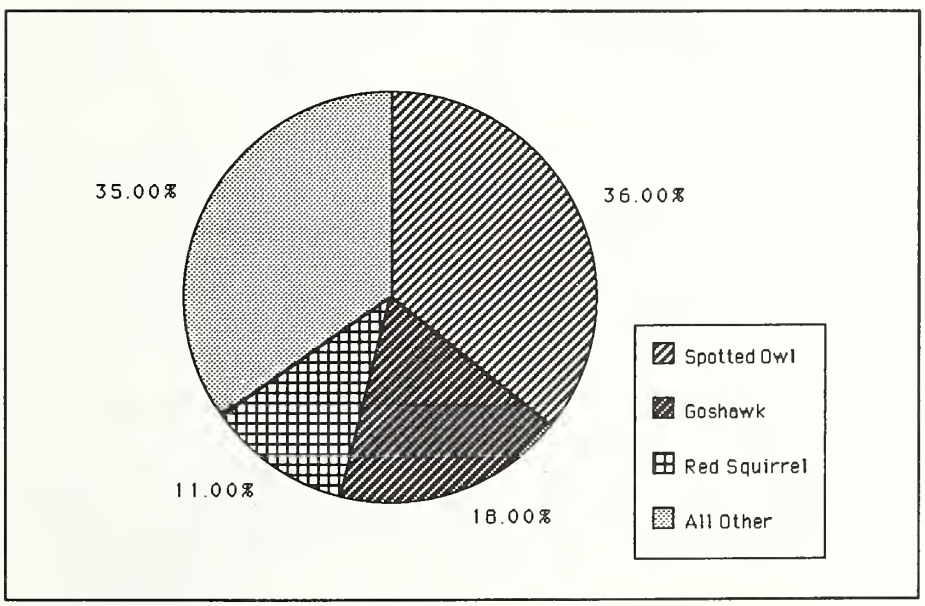


Figure 3. FY 91 TES Expenditures (Total $3.6 Million)

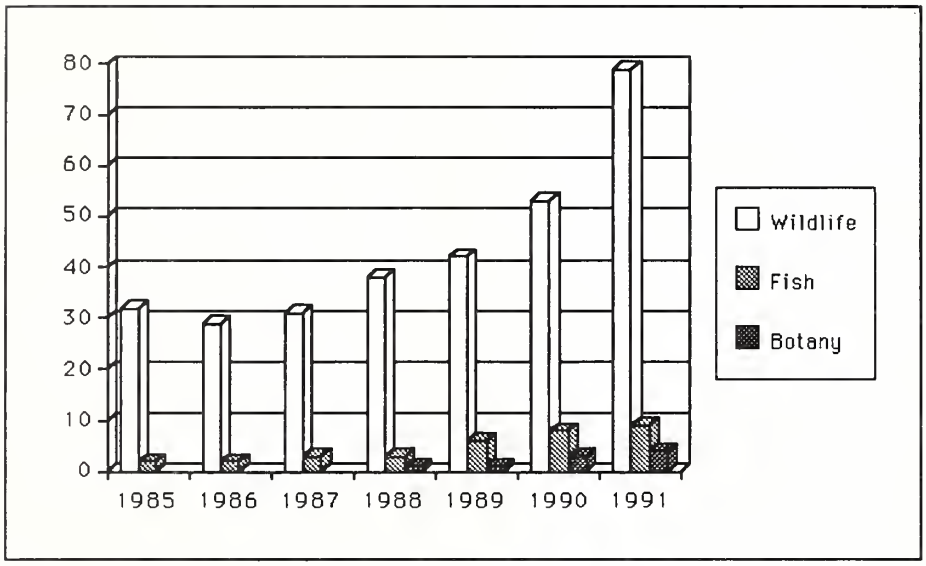


Figure 4. Biologists/Botanists Employed in Region 3.

Personnel

The Southwestern Region currently has approximately 90 permanent, full-time fisheries, wildlife, TES, and botanist positions, including forest staff officers who are biologists by training (Figure 4). The current staffing level reflects a large increase over staffing levels of five and 10 years ago; however, there are few TES personnel in botany or fisheries and no personnel trained to deal with a growing number of sensitive invertebrates. Most of the wildlife, fisheries, and botany personnel time spent on TES species involves coordination of TES species needs for timber, recreation, range, engineering, and other resource projects. These personnel also have responsibilities for habitat improvement projects, program management and administration, forest and program planning, and coordination with other agencies and the public. Little or no time is available for direct conservation and recovery of most other TES species.

Budgets

In the Southwestern Region, the TES budget has markedly increased over the last decade (Figure 5); however, the gap between full forest plan implementation needs of $9.2 million and actual allocations of $3.6 million in FY 1991 needs to be closed. Full forest plan implementation costs have only been revised within the last two years to better reflect the true cost of TES conservation and recovery. The constrained budget level and management priorities have resulted in the Region and forests not having adequate funds for the TES Program at initial budget levels. Increased staffing levels and an improved knowledge of TES species during the last few years indicate that a sharp increase in the budget is needed to even approach full forest plan implementation and national and regional Every Species Counts goals.

Fiscal Year	Total Wildlife, Fish & TES Funds	TES	TES Percent of Total
1989	5.5	1.0	18
1990	6.7	2.1	31
1991	9.8	3.4	37
1992	9.6	3.2	33

Figure 5. TES Portion of Total Wildlife & Fish Funds In Millions of Dollars.

Southwestern Region
"Every Species Counts" Action Plan

The following action plan contains a series of steps to accelerate the Southwestern Region's Threatened, Endangered and Sensitive (TES) Species Program. This action plan does not directly provide actions for other species. Species listed as TES are by definition species whose population is non-viable or may become non-viable unless specifically managed. Until an ecosystem approach to all forest management is implemented and viability of all species assured, the agency is required to focus on TES species under this program. Ecosystem management will insure population viability of all species and every species will count.

This action plan is divided into three sections: Conservation and Recovery, Program Development and Administration, and Human Resources. Each section focuses on a single area of the overall TES program with goals and objectives and actions required to meet them.

I. Conservation and Recovery

Goal: Acquire needed information and manage lands to accelerate conservation and recovery of all TES species.

A. Objective: *Inventory 20% of Regional TES species by 1997.*

1. Action: Inventory Regional TES species to a level required to complete conservation or recovery strategies.

Description: Steps needed to complete the Action:

❑ Prioritize TES species that require additional inventory to complete conservation strategies. Develop priorities during annual coordination meetings with other agencies and partners.

❑ Standardize inventory protocols for species or groups of species. Develop protocols with other agencies and partners to insure efficient, standardized data collection.

❑ Complete field inventories of populations and habitat required to prepare conservation or recovery strategies. Forests should establish funds for inventory at Level 1 (starting point) budget. Partnerships should be used to the greatest extent possible in funding inventories.

Responsibility: Regional Forester/Forest Supervisor

Participation: Regional and Forest TES coordinators/ States/Partners

Complete By: 10/97

B. Objective: *Implement a proactive conservation or recovery program for at least 50% of Regional TES species by 2000 based on the largest geographic area possible.*

1. Action: Prepare and implement conservation or recovery strategies for at least 50% of Regional TES species in cooperation with other agencies and partners by 2000. Identify opportunities to reintroduce extirpated species.

Description: Regional emphasis will be on development of conservation and recovery strategies as quickly as possible. These strategies will be used to determine Regional program needs and priorities. Strategies should meet established standards, undergo review by the Regional TES species coordinators, states and species experts, and be approved by the Regional Forester (FSM 2670.44).

Steps required to accomplish this action are:

❑ Develop standards for preparation of conservation and recovery strategies. The Fish and Wildlife Service publication, "Policy Guidelines for Planning and Coordinating Recovery of Endangered and Threatened Species," may be a useful model for strategy preparation. An ecological model, risk analysis, and habitat or species monitoring plan are recommended as minimum components.

Responsibility: Regional Forester

Participation: Regional and Forest TES coordinators/FWS/ States/Partners

Complete By: 1/94

❑ Prioritize and identify species or groups of species; identify the appropriate level of and area for planning; and prepare conservation and recovery strategies. Priorities for conservation and recovery should be based on risk analysis, biological and social factors, threats, and probability for recovery success. Levels or areas for planning may include: single-species strategy; multi-species strategy; geographic area or ecosystem management guides; or forest land and resource management plans. A lead forest concept should be used in development of conservation and recovery strategies for species occurring on more than one forest.

Responsibility: Regional Forester/Forest Supervisor

Participation: Regional and Forest TES Coordinators/ State/Partners

Complete By: 10/00 (50% of species)

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2. Action: Amend forest land and resource management plans, management guides, and other resource management planning documents to incorporate conservation and recovery strategies and provide for species or habitats that require special management or protection.

Description: The following steps are required to complete this action:

❑ Evaluate existing special management areas (e.g. wilderness, RNA's, habitat corridors, riparian areas) that can contribute to TES species conservation and recovery. Place a high emphasis on conserving and recovering riparian habitats, and address habitat fragmentation in evaluations.

❑ Identify and recommend, for special management area designation in forest plans, the areas that can contribute to TES species conservation and recovery.

❑ Identify unique or important habitat for species or species groups and incorporate management objectives for these areas into Forest Plans. Species, species groups, and/or habitats for which special management designation may be required include neotropical migratory birds, rookeries, and travel corridors, bat caves, previously delisted species, riparian areas, corridors of connecting habitat, and instream habitat.

❑ Integrate "Every Species Counts" activities and goals with other Regional and National initiatives and emphasis areas, such as riparian, recreation, native fishes, Rural Development, "Rise to the Future," "Watchable Wildlife," "Making Tracks" and other programs.

❑ Revise existing initiatives and emphasis area plans to incorporate conservation and recovery strategies where needed or appropriate.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/District Biologist/ State/Partners

Complete By: 10/00

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3. Action: Acquire through donation, exchange, or purchase critical inholdings within the Region that provide habitat for TES species and ensure that these tracts are managed to maintain TES species values.

Description: Forests currently have lists of tracts identified for acquisition based on occurrence of habitat for federally listed species. Lists should be expanded to include tracts important for all TES species or broader ecosystem goals. Acquisition priorities should be established through conservation and recovery strategies and annual coordination meetings. Once acquired, conservation or recovery goals should be the primary management emphasis.

Steps required to accomplish this action are:

❑ Annually update with other agencies and partners the list of inholdings for each Forest important to TES species conservation and recovery goals.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/District Biologist/ State/Partners

Implement By: 10/94 (Ongoing)

❑ Acquire identified tracts.

❑ Amend forest land and resource management plans to incorporate TES management emphasis for acquired lands with TES species and/or habitat.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/Forest Staff/ District Biologist

Complete By: 10/00

II. Program Development and Administration

Goal: Achieve program management and funding needed to increase conservation and recovery efforts for all TES species.

A. Objective: *Achieve consistent application and implementation of requirements under Section 7 of the Endangered Species Act and the National Forest Management Act.*

1. Action: Develop Regional manual supplements for TES species consultations.

Description: To achieve consistent application and implementation of requirements under Section 7 of the Endangered Species Act, the roles of the Fish and Wildlife Service and states as cooperators in TES species management must be reaffirmed. One goal of the manual supplement will be to establish mechanisms to involve personnel from these agencies early in the Integrated Resource Management process for projects that involve TES species. Appropriate contacts for project-related TES species must be defined within the Forest Service and state agencies.

Steps necessary to complete this action are:

❑ Establish Forest Service, Fish and Wildlife Service, and State task forces to resolve significant issues, standardize the process for consultations, and share information on current agency TES species management efforts.

❑ Establish a Regional policy for Section 7 consultations with the Fish and Wildlife Service.

❑ Review and revise existing agreements and supplement as needed to involve States in TES consultations.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/States

Complete By: 10/94

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2. Action: Re-evaluate and update the Regional Forester's sensitive species list, including criteria for listing, and establish a regular schedule (two-year minimum) for revisions.

Description: It is vital to maintain TES species lists to reflect current knowledge regarding status, distribution, and taxonomy. Re-evaluate criteria for listing species. Biological criteria used for inclusion should be identified for each taxon and changes to the list should incorporate recommendations from forests, state agencies, recovery teams, and other knowledgeable sources.

Steps required for this action include:

❑ Review criteria and revise the Regional Forester's Sensitive Species List by the end of Fiscal Year 1993.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Complete By: 10/93

❑ Make future revisions of the list at a minimum of every two years.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/States

Implement By: 10/95

B. Objective: *Achieve a high-quality Regional TES Program that maximizes conservation and recovery efforts for all TES species.*

1. Action: Develop a questionnaire or meet with Forests and Cooperators to analyze and assess the effectiveness and status of the Regional and Forest TES species programs.

Description: This questionnaire will be used to make a one-time assessment of the Regional program and will highlight areas requiring emphasis or problem-solving. Staffing, funding, data management, program development, support, monitoring, and Section 7 coordination will be assessed. Results will be used to identify areas for functional assistance trips and training to increase program effectiveness. A Regional report on results of the questionnaire will be completed within two months of completion of analysis.

Responsibility: Regional Forester

Participation: Regional and Forest TES coordinators

Complete By: 4/94

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2. Action: Conduct functional assistance trips on a minimum of two forests annually.

Description: FAT's may involve individual or several forests depending on the species, issues, or program areas. FATs should be based on analysis of the questionnaire or requests by the forests.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/States

Implement By: 10/94

C. Objective: *Pursue international partnerships.*

1. Action: Sponsor an International "Borderlands Symposium".

Description: In conjunction with Mexico, Fish and Wildlife Service, the Nature Conservancy, and others, sponsor an international symposium to address recent information on biology and ecology of plants and animals common to both the U.S. and Mexico.

Steps required to complete this action are:

❑ Encourage regional, forest, and district personnel responsible for TES species management to attend and contribute to the symposium.

❑ Coordinate with Symposium steering committee to chair a session on TES species and international opportunities.

❑ Publish Symposium proceedings.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/States

Complete By: 10/96

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2. Action: In cooperation with Fish and Wildlife Service, develop a cooperative mechanism for dialogue and action on TES species issues with appropriate Mexican agencies and/or organizations, e.g., SEDUE, Centro Ecologico.

Description: Identify all appropriate parties for coordination. Emphasize opportunities for interstate and international cooperation and programs for TES species, e.g., information sharing, joint research opportunities, symposium participation, habitat inventories, and population surveys.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Complete By: 10/95

D. Objective: *Foster a spirit of cooperation and trust with other agencies and develop and enhance partnership opportunities.*

1. Action: Conduct annual interagency coordination meetings and cooperative workshops at state and forest levels.

Description: Meetings should be held to: a) identify and coordinate priority work activities by species and ecosystems; b) coordinate program funding among agencies and within the FS; c) assess program effectiveness and progress towards goals; and d) discuss and evaluate new information, research, and management tools by species. Animal working groups should be assembled at the state and/or species level, while plant working groups should be assembled at the forest and/or species level. Working groups should include representatives from each forest, FS regional office, state agency, Fish and Wildlife Service, species experts, partners, and others as appropriate.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States/Partners

Implement By: 10/93

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2. Action: Investigate strategies to include nongame (TES) species projects for the Sikes Act Program in New Mexico.

Description: Explore this, the concept of collector-quality habitat stamps, and other opportunities to support TES programs using the "user pays" concept for the non-hunting public.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States/Partners

Complete By: 10/95

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3. Action: Develop new memoranda of understanding (MOUs) or revise existing MOUs with state agencies and private partners to enhance coordination and cooperation in TES species management on private lands. Seek the cooperation of and provide assistance in TES species conservation and recovery to State Foresters and cooperators involved in private land management.

Description: Develop supplemental MOUs and cooperative and partnership projects and plans that facilitate cooperative TES species management activities between the Region, forests, and state agencies and enhance opportunities for coordinated monitoring, studies, surveys, and information and data sharing. Develop supplemental MOUs, projects and plans with partners that meet specific needs and management emphases of the Southwestern Region.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Complete By: 10/94

E. Objective: *Insure adequate funding for programs at regional and forest levels.*

1. Action: Consider increasing the TES species program share of starting point (Level 1) budget due to increasing TES issues.

Description: Employ all recovery plans, conservation strategies, and annual interagency coordination meetings to identify project funding needs. Include all project activity and operation costs in the annual budget requests. Update forest land and resource management plan spreadsheets as program needs change. Assure that funding for a proactive TES program is budgeted in the starting point for out years in the Regional program submission to the Chief.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/Forest Staff

Implement By: 10/94

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2. Action: Fund the Regional TES program based on the philosophy and goals of this plan, develop Regional activity codes to track TES support for non-timber activities, and improve tracking of TES support for project and non-project management of other resources.

Description: To implement this action plan and develop a TES species program, increasing funding levels must be obtained for a wide range of TES species and program areas. Use of TES program funds to maintain other resource targets should be minimized.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Implement By: 10/95

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3. Action: Provide adequate funding by line item to implement this action plan based on priorities developed through program reviews, functional assistance trips, and annual state and other coordination meetings.

Description: Funding should reflect overall guidance of this action plan.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Implement By: 7/95

F. Objective: *Insure fiscal accountability.*

1. Action: Compile an annual program accomplishment report that includes investment and operation cost-accounting.

Description: Design the report so it may be used as a reference for the National Fish and Wildlife Report and as a complement to MAPS and ARR.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Complete By: 10/95

G. Objective: *Insure adequate staffing to accomplish program goals.*

1. Action: Designate Forest TES Program Coordinators.

Description: Identify potential/actual workload of the position and allocate adequate time to designee. Include responsibilities and duties in position description and in performance standards.

Responsibility: Forest Supervisor

Participation: Wildlife and Fish Staff

Complete By: 10/93

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2. Action: Conduct a TES workforce analysis at both the Regional and forest level and adjust TES staffing levels as identified.

Description: Workforce analysis evaluates the current staffing and workload and identifies specific needs for additional staffing to accomplish program goals. This analysis could be included as part of the questionnaire completed by each forest. Workforce analysis will be reported in the annual TES Program Report. Staffing increases may be accomplished through multi-forest or zone positions to gain needed expertise (e.g., botany, invertebrates, fish, bats, herps) under limited funding levels.

Consider acquiring needed expertise through contracts with the private sector and agreements with partners to advance program goals. Short-term projects may be completed more efficiently through contracts or agreements when other program priorities preclude expanding staff.

Responsibility: Regional Forester/Forest Supervisor

Participation: Regional and Forest TES coordinators/ Forest Staff/District Rangers

Implement By: 10/94

H. Objective: *Monitor progress toward program goals.*

1. Action: Review current parameters being used to measure program accomplishments and establish, as needed, additional standard outputs for annual reporting by forests.

Description: Current tracking items are: acres improved, structures installed to improve habitat, acres inventoried, number of conservation strategies completed, and percent of recovery tasks initiated. Develop a method of reporting accomplishments such as non-project areas surveyed, conservation strategies developed, and recovery tasks completed.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/FWS/ States

Complete By: 10/95

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2. Action: Monitor and evaluate implementation of this Regional action plan.

Description: The ESC Action Plan must be a dynamic document with frequent assessment and revisions if it is to provide guidance in TES program management.

Steps necessary to complete this action:

❑ Designate a Regional Action Plan coordinator and include plan monitoring and coordination as part of the job description.

Responsibility: Regional Forester

Participation: Wildlife and Fisheries Director

Implement By: 7/93

❑ Reconvene the ESC Task Force to assess progress on action items and to revise and update the plan as needed. Many action items must be completed during 1993 and 1994. The Task Force should be reconvened during the fall of 1995 to assess the progress of Plan implementation and assess needs for update and revision.

Responsibility: Regional Forester

Participation: Regional TES Coordinator

Implement By: 10/95

I. Objective: *Increase involvement of forests and partners at the early stage of establishment of research priorities, needs, and opportunities.*

1. Action: Consider the need to create and fill a liaison position (outreach specialist) between the Rocky Mountain Forest and Range Experiment Station and the Regional Office.

Description: This position will focus on TES species program research needs and coordination. It will serve to ensure timely technology transfer to forests and cooperators, coordination of research activities throughout the Region, and as a liaison with Mexico for research needs and coordination.

The following actions would be supported or coordinated by the position, but should be completed whether or not the position is filled:

❑ Conduct annual coordination meetings between research, agencies, and partners to solicit comments on research needs and priorities at an early stage in the annual planning and budgeting cycles.

❑ Assist in coordinating design of forest or Regional administrative studies for TES species. Design and implement administrative studies which will assist in more effective TES conservation and recovery.

❑ Convey research findings to managers and cooperators in a timely manner by developing and implementing technology transfer strategies and promotion of the research HELP line.

Responsibility: Regional Forester

Participation: Wildlife and Fish Director/Station Director

Implement By: 10/94

J. Objective: *Develop and refine information management tools to facilitate conservation and recovery of TES species.*

1. Action: Develop mechanisms for data storage, transfer, and sharing between forests, states, and other agencies through a centralized state repository.

Description: Encourage use of State Heritage Data Bases as a central repository for TES species locality information. Develop Regional cost-share agreements with the states to support heritage data base development and administration and data exchange. Arizona currently has a well-established data management system under the Heritage program and New Mexico is developing a data base. Establish computer links with states, other federal agencies, and partners to facilitate TES species management. Mechanisms for sharing and transfering data can be accomplished through existing and new agreements. The Region should be willing to acquire hardware and software that best meets the needs for data exchange.

Responsibility: Regional Forester/Forest Supervisor

Participation: Regional and Forest TES coordinators/ FWS/States/Partners

Complete By: 1/96

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2. Action: Continue development of TES species notebooks for office and field use for each forest and update annually.

Description: Field notebooks or guides should meet the needs of individual forests for field identification of TES species. Notebooks should be updated annually to reflect new information and inventory and monitoring data. Excellent examples are available for Tonto (office and field notebooks), Apache-Sitgreaves/Gila (office notebook), and Coronado (office notebook) National Forests. The office notebooks have been prepared by AGFD Heritage Data Base and New Mexico Heritage Program personnel for Forest TES species identification and distribution training workshops.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/FWS/State

Implement By: 10/93

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3. Action: Include TES species information in forest geographic information systems.

Description: Use available State Heritage occurrence-based information through data transfer. Develop habitat suitability layers, of which negative survey data is a component. Develop consistent data standards and definitions in conjunction with states and partners. Coordinate efforts with other agencies using GIS. Develop methods and protocols to insure data security.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/State

Complete By: 10/96

III. Human Resources

Goal: Forest Service employees at all levels demonstrate the leadership and action needed to accelerate recovery and conservation of TES species and their habitats and stimulate partnerships.

A. Objective: *Increase awareness and foster support by line officers to improve conservation and recovery of TES species.*

1. Action: Develop a TES vision statement for each forest. Include critical TES performance elements and targets for line officers and program managers.

Description: Each forest supervisor will develop a TES species vision statement to include by amendment in forest plans. The Regional Forester and forest supervisors should collectively review these statements at a Regional management team meeting. Forest supervisors should relay this vision to district rangers and staff. Performance elements and targets should be developed for line and staff to measure progress toward the Region's and forests' visions for the program.

Responsibility: Forest Supervisor

Participation: Forest TES Coordinator/Forest Staff

Complete By: 10/94

B. Objective: *Recognize and reward outstanding contributions of individuals to the Regional TES program.*

1. Action: Develop an annual TES species award program for Forest Service employees, other agency employees, and private individuals.

Description: Use the award program under the National Action Plan as a basis for the award program and tailor the program to the Southwestern Region. This award should be prestigious and highly visible. Forests should establish a similar award program for contributions to the forest TES species programs.

Responsibility: Regional Forester/Forest Supervisor

Participation: Regional and Forest TES coordinators

Implement By: 1/94

C. *Objective: Improve understanding and quality of implementation of the Regional TES program.*

1. Action: Develop and implement Regional TES species standardized training workshops for line officers, biologists, and other personnel to develop familiarity with the legal, administrative, and biological components of the program.

Description: This training would be tailored to each group and would be developed as standardized training modules. Areas covered would include the Endangered Species Act, biological requirements of TES species, conservation and recovery goals, release of TES species information, and overall program development and execution. FWS, states, and partners should be used to the greatest extent possible in the training program.

Responsibility: Regional Forester

Participation: Regional TES Coordinator/Training Cadre

Complete By: 10/94

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2. Action: Develop and implement a Regional standardized training program for biologists and other personnel directly involved in preparation of biological evaluations.

Description: All biologists and other personnel involved in preparation of biological evaluations would be required to attend the course. Training would cover standards for biological evaluations; critical thinking and analysis skills; use of existing data bases, notebooks, and other tools; species identification; field survey techniques; understanding of the Endangered Species Act, including Section 7 consultation requirements; understanding National Forest Management Act regulations; and coordination with other agencies.

Responsibility: Regional Forester

Participation: Regional and Forest TES coordinators/ Training Cadre

Complete By: 10/94

D. Objective: ***Develop a Regional public outreach program regarding TES species conservation and recovery activities.***

1. Action: Develop a Regional information and education plan regarding TES species conservation and recovery activities.

Description: The following actions are recommended for inclusion in the marketing plan:

❑ Develop a Regional newsletter for internal and external distribution that will relate Forest Service activities regarding TES species activities.

❑ Consider developing a Regional TES species logo, patterned after the National "ESC" logo.

❑ Develop a TES species program display for each forest that will explain the program, activities, species, or habitat of concern. The display should be available for major public events and should be updated frequently.

❑ Develop a video and/or literature on Regional TES species management partnership opportunities.

❑ Prepare an "Annual Report to the Stockholders" suitable for outside distribution, detailing the TES species accomplishments in the Region. The plant program report, initiated in FY 90, provides an excellent model for an overall Regional TES report for public distribution.

Responsibility: Regional Forester

Participation: Regional and Forest TES Coordinators/FWS/States

Complete By: 10/95

E. Objective: ***Fully use current TES species skills and expertise available in the Southwestern Region to enhance the program.***

1. Action: Compile a Regional directory of individuals with TES species skills and expertise. Description: The Regional Office should solicit information on TES species skills and expertise from forests, states, and partners. Compile a directory and make available to forests and partners. Update the directory annually.

Responsibility: Regional Forester

Participation: Regional and Forest TES coordinators

Complete By: 1/94

Glossary

AGFD Arizona Game and Fish Department.

ARR **All Resources Reporting.** A Forest Service data base developed to improve management reporting by integrating into one system financial information, results of management, and socio-economic effects resulting from national forest land and resource management.

BE/Biological evaluation The portion of an environmental assessment, environmental impact statement, or other phases of "integrated resource management" processes that addresses potential consequences of such actions or situations to threatened, endangered, and sensitive (TES) species.

Biodiversity The diversity of life and its processes and includes the variety of living organisms, the genetic differences among them, and the communities and ecosystems in which they occur.

Botanist A biologist who specializes in the study of plants.

CCS/Challenge cost-share A funding program that involves the sharing of expenses, or partnerships, between the Forest Service and organizations or individuals.

Conservation strategy A document that represents an approved plan or strategy for management and conservation of Regional Forester "Sensitive" species as defined in FSM 2670.

Delisting The process of formally removing a taxon from the list of federally endangered or threatened species maintained by the USDI Fish and Wildlife Service.

Downlisting The process of formally changing the protection status of a species from that of "endangered" to "threatened" species, which are presumed to be at slightly lower risk of extinction.

Ecosystem management The process of manipulating or regulating changes in ecosystems to effect some desired mix of products or conditions.

Endangered Those taxa which have been formally listed by the Fish and Wildlife Service as being in danger of extinction throughout all or a significant portion of their ranges.

Endemic Those taxa indigenous or native to a certain area.

Entomologist A biologist who specializes in the study of insects.

ESA The Endangered Species Act of 1973, as amended.

ESC **Every Species Counts.** The name used by the Forest Service to identify its programs that focus on threatened, endangered, and sensitive species resources. The "National Action Plan" was developed by a team and approved for implementation and emphasis in April 1990.

Functional Assistance Trip A trip made by a team of experts, program managers, and others for various purposes with the intent of assisting in management or administrative matters needing attention.

FLRMP/Forest plans Forest land and resource management plans.

FSM Forest Service Manual.

FTE Full-time Equivalent; a unit of measure for personnel.

GIS Geographical Information Systems.

Herpetologist A biologist who has specialized in the study of reptiles and amphibians.

Invertebrates Those organisms in the animal kingdom that lack a backbone, such as insects.

MAPS **Modernization of the Administrative Process System.** The updated version of the Administrative Integrated Management System.

Monitoring The repeated measure of any variable or condition, such as population numbers, water temperature, or other environmental conditions.

MOU **Memorandum of Understanding.** A commonly used document representing a formal agreement between the Forest Service and another agency, organization, or party.

NTMB **Neotropical migratory birds.** Those avian species that migrate seasonally between the Nearctic and Neotropical regions, roughly the Northern and Southern Hemispheres.

NMGF New Mexico Department of Game and Fish.

PP&B/PD&B Property, Procurement, and Budget (Washington Office) and Program Development and Budget (Regional Office) sections of the Forest Service administration.

Protocol Any method of survey or inventory conducted in accordance with some formally recommended or adopted set of standards.

RD Ranger District

Recovery plan A plan or strategy formally approved by the Fish and Wildlife Service that outlines the conditions needed and a course of possible actions to achieve recovery status (delisting or down-listing) for individual or groups of endangered and threatened species.

Recovery strategy A plan or strategy formally approved by the Forest Service that outlines steps needed to implement those portions of Fish and Wildlife Service recovery plans that are the responsibility of the Forest Service.

Risk analysis A widely and variably conducted method of analyzing threats to species, intensity or probability of their occurrence, and/or other factors influencing species risks and need for monitoring, surveys, or other investments.

RO Regional Office.

Rookeries A breeding ground for certain birds or mammals.

RTTF **Rise to the Future.** The Forest Service "logo" identifying the fisheries program and associated action plan.

Sensitive species Those species designated by the Regional Forester as being in need of special management attention due to concerns about species viability.

SO Forest Supervisor's Office.

State Heritage Programs Those statewide or regionwide programs established by, e.g., the state and/or the Nature Conservancy to provide a centralized inventory of plant and animal species and communities significant or important to the State.

Taxon/Taxa Any classification of biological entities such as species, subspecies, etc.

TES Threatened, Endangered, and Sensitive species.

TES notebook A notebook or other desk reference that compiles basic information regarding TES species. Notebooks have been used to display pertinent information compiled by and available through State Heritage Programs.

Threatened Those taxa formally listed by the Fish and Wildlife Service as being in danger of becoming endangered within the foreseeable future within all or a significant portion of its range.

USDI-FWS U. S. Department of the Interior — Fish and Wildlife Service.

Vertebrate Those organisms in the animal kingdom that possess a backbone, e.g., mammals, fish.

WLF Wildlife, Fish and Rare Plants director or staff unit, depending on usage.

RNG/RGE Rangeland Management and Ecology director or staff unit, depending on usage.

Action Plan Summary

Regional Actions						
Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
II-A-2	Update Sensitive Species List and regularly update.	Revise the Regional Sensitive Species List.	1993	1993	11	Goal B
II-H-2	Monitor and evaluate implementation of this action plan.	Designate a Regional Action Plan Coordinator.	1993	1993	15	Goal A, B, C
II-B-1	Develop a questionnaire to analyze and assess the TES program.		1993	1994	12	Goal B, Actions 4 and 8
II-G-2	Conduct a TES work force analysis and adjust TES staff levels based on the analysis.		1993	1994	15	Goal B, Actions 4 and 8
I-A-1	Inventory 20% of Regional TES species.	Standardize inventory protocols.	1993	1995	9	Goal B, Actions 1, 2, 3 and 5
I-B-1	Prepare and implement C&R strategies for 50% of Regional TES species.	Develop C&R strategy standards.	1993	1994	9	Goal B, Actions 1, 2, 3 and 5
		Prioritize species for conservation strategies.	1993	2000	9	Goal B, Actions 1, 2, 4, 5, 6, 7, and 9. Goal C, Actions 1, 3, and 6
II-C-1	Sponsor the International "Borderlands Symposium."	Encourage Regional, Forest, and District personnel participation.	1993	1996	12	Goal C, Actions 1 & 7
		Chair a session on TES species.	1994	1996	12	Goal C, Actions 1 & 7
		Publish symposium proceedings.	1996	1996	12	Goal C, Actions 1 & 7
I-A-1	Inventory 20% of Regional TES species.	Prioritize TES species for inventory.	1993	1994	9	Goal B, Actions 1, 2, 3 and 5
		Develop standard inventory protocols.	1993	1997	9	Goal B, Actions 1, 2, 3 and 5

Regional Actions (continued)

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
II-D-1	Conduct annual interagency coordination meeting or cooperative workshops at State and Forest levels.		1993		13	Goal B, Actions 1 & 7 Goal C, Actions 1, 2, 3 & 5
III-C-1	Develop TES species training sessions for line officers, biologists and other personnel.		1993	1994	18	Goal A, Action 4 & 5 Goal C, Action 6
III-C-2	Implement a standardized training program for preparation of biological evaluations.		1993	1994	18	Goal C, Actions 2 & 6
II-A-1	Develop manual supplements for TES species consultations.	Establish task forces to resolve issues and standardize processes.	1994	1994	11	Goal B, Action 6 Goal C, Action 1 & 2
		Establish a Regional policy for consultations.	1994	1994	11	Goal B, Action 6 Goal C, Action 1 & 2
		Review and revise existing agreements to involve States in consultations.	1994	1994	11	Goal B, Action 6 Goal C, Action 1 & 2
II-H-1	Review current measurements of program accomplishment and establish additional parameters as needed.		1994	1995	15	Goal C, Action 4
III-B-1	Develop an annual TES award program.		1994		18	Goal A, Action 1
II-D-3	Develop or revise MOUs with States and partners to enhance TES species management on private lands.		1994	1994	13	Goal A, Action 7

Regional Actions (continued)

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
I-B-2	Amend resource management documents to incorporate C&R strategies.	Revise existing Regional initiatives, such as "Rise To The Future."	1994	2000	10	Goal B, Action 3
II-B-2	Conduct Functional Assistance Trips on at least two Forests per year.		1994		12	Goal B, Action 8
II-F-1	Compile an annual program report to track investment and costs, as well as accomplishments.		1994	1995	14	Goal C, Action 4
III-E-1	Compile a Regional directory of TES species skills.		1994	1994	19	Goal A, Action 5
II-I-1	Consider creating and filling a liaison position with Rocky Mountain Forest and Range Experiment Station.	Conduct annual research coordination meetings.	1994		16	Goal B, Actions 1 & 2 Goal C, Actions 1, 3 & 5
		Assist design and analysis for administrative studies.	1994		16	Goal B, Actions 1 & 2 goal C, Actions 1, 3 & 5
		Convey research findings and technology transfer in a timely manner.	1994		16	Goal B, Actions 1 & 2 Goal C, Actions 1, 3 & 5
III-D-1	Develop a public outreach program.	Prepare a newsletter.	1994		19	Goal A, Actions 3 & 6 Goal C, Action 4
		Develop a TES program logo.	1994	1994	19	Goal A, Actions 3 & 6 Goal C, Action 4
		Develop a video or literature on partnership opportunities.	1995	1995	19	Goal A, Actions 3 & 6 Goal C, Action 4

Regional Actions (continued)

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
		Prepare an annual report to the stockholders.	1995		19	Goal A, Actions 3 & 6 Goal C, Action 4
II-C-2	With FWS, develop a mechanism for dialogue and action with appropriate Mexican agencies or organizations.		1995	1995	13	Goal C, Actions 1, 2 & 7
II-D-2	Investigate strategies to include TES species projects for Sikes Act in New Mexico.		1995	1995	13	Goal B, Actions 4 & 6
II-E-2	Fund the Regional TES program based on this plan; develop activity codes to track TES support for project and nonproject activities.		1995		14	Goal B, Action 3 Goal C, Action 4
II-A-2	Update Sensitive Species List and regularly update.	Make future revisions at a minimum of every two years.	1995		11	Goal A
II-E-3	Provide adequate funding by line item to implement this action plan.		1995		14	Goal B, Actions 3, 4 and 7
II-H-2	Monitor and evaluate implementation of this action plan.	Reconvene the ESC Task Force to assess progress and revise the plan.	1995		16	Goals A, B & C
II-J-1	Develop mechanisms for data storage, transfer and sharing through a centralized State repository.		1995	1996	16	Goals B & C

Forest Actions

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
I-A-1	Inventory 20% of Regional TES species.	Complete field inventories of habitat or populations.	1993	1997	9	Goal B, Actions 1, 3 & 5
III-A-1	Develop a TES Vision Statement for each Forest and develop TES performance elements and targets for line officers and program managers.		1993	1994	17	Goal A, Actions 2 & 3
II-G-2	Conduct a TES work force analysis and adjust staffing levels as identified.		1993	1994	15	Goal B, Actions 4 & 8
II-E-1	Consider increasing the TES species program share of the Forest starting point budget.		1993		14	Goal B, Actions 3 & 7
II-G-1	Designate Forest TES Program Coordinators.		1993	1993	15	Goal A, Action 5
II-J-2	Continue development of TES field and office notebooks and update annually.		1993		17	Goal B, Action 6 Goal C, Actions 1, 3 & 6
I-B-1	Prepare and implement C&R strategies for 50% of Regional TES species.	Prioritize and identify species or species groups, identify the appropriate area or level of planning and prepare C&R strategies.	1993	2000	9	Goal B, Actions 1, 2, 4, 5, 6, 7, & 9 Goal C, Actions 1, 2 & 5

Forest Actions (continued)

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
I-A-1	Inventory 20% of Regional TES species.	Prioritize TES species for inventory.	1993	1997	9	Goal B, Actions 1, 2, 3 & 5
		Develop standard inventory protocols.	1993	1997	9	Goal B, Actions 1, 2, 3 & 5
III-B-1	Develop an annual TES species award program.		1994		18	Goal A, Action 1
III-E-1	Compile a directory of individuals with TES species skills and expertise.		1994	1994	19	Goal C, Action 5
II-J-3	Include TES species information in Forest geographic information systems.		1994	1996	17	Goal B, Action 3
I-B-2	Amend Forest Plans, management guides and other documents to incorporate conservation and recovery (C&R) strategies and provide for species or habitat management and protection.	Evaluate existing special management areas (wilderness, RNAs, corridors, riparian areas) which can contribute to C&R.	1994	2000	10	Goal B, Actions 1, 3 & 5
		Identify and recommend for designation in the Forest Plan areas which contribute to C&R.	1994	2000	10	Goal B, Actions 1, 3 & 5
		Identify unique or important habitat for species or groups and designate in Forest Plans.	1994	2000	10	Goal B, Actions 1, 3 & 5

Forest Actions (continued)

Action Plan No.	Action	Step	Proposed Start (FY)	Complete (FY)	Page No.	National Plan Reference
I-B-3	Acquire through donation, exchange or purchase tracts important to TES C&R strategies.	Update the Forest list of critical or important inholdings.	1994		10	Goal B, Actions 3 & 9
		Acquire identified tracts.	1995	2000	11	Goal B, Action 9
		Amend Forest Plans to incorporate TES species management emphasis on these tracts.	1996	2000	11	Goal B, Actions 3 & 9
II-J-1	Develop mechanisms for data storage, transfer and sharing between Forests, agencies and partners.		1995	1996	16	Goals B & C
III-D-1	Develop a TES species public outreach program.	Develop a TES species program display for each Forest.	1995	1997	19	Goal A, Actions 3 & 6

Every Species Counts Task Force Membership

Phil Smith, Team Leader
Forest Supervisor (Retired)
Cibola National Forest
Albuquerque, NM

Sandy Knight,
Team Coordinator
TES Assistant Program Manager
Region 3, Forest Service
Albuquerque, NM

Carolyn Bye, Facilitator
Public Affairs Office
Region 3, Forest Service
Albuquerque, NM

Charles Painter
Endangered Species Program
New Mexico Department of Game and Fish
Santa Fe, NM

Andy Laurenzi
Nature Conservancy-Arizona Chapter
Director of Protection
Tucson, AZ

Jerry Stefferud
TES Fisheries Biologist
Tonto National Forest
Phoenix, AZ

Rich Kvale
District Ranger
Safford Ranger District
Coronado National Forest
Safford, AZ

Mike Ross
Forest Wildlife Biologist
Tonto National Forest
Phoenix, AZ

Renee Galeano-Popp
Biologist/Botanist
Lincoln National Forest
Alamogordo, NM

Terry Johnson
Nongame Branch Supervisor
Arizona Game and Fish Department
Phoenix, AZ

Ren Lohoefener
Coordinator Endangered Species
U.S. Fish and Wildlife Service
Phoenix, AZ

John Rinne
TES Fisheries Research
Rocky Mountain Forest and Range Experiment Station
Tempe, AZ